DOCUMENT RESUME

ED 163 095 UD 018 073

AUTHOR Hamilton, Douglas
TITLE Jefferson County Schools Reduce Teacher Segregation. Non-Teaching Staff Far From Singleton Goals. A Report on 1977-78 Assignments.
INSTITUTION Kentucky State Commission on Human Rights, Frankfort.
PUB DATE Dec 77
NOTE 47p.; For related documents see ED 063 439, ED 068 593, ED 146 243, UD 017 500, UD 018 071 and UD 018 072 ; Appendix A may be marginally legible due to small print

EDRS PRICE MF-$0.83 HC-$2.06 Plus Postage.
DESCRIPTORS *Administrative Personnel; *Anti Segregation Programs; Blacks; Black Teachers; Elementary Secondary Education; *Nonprofessional Personnel; *Racial Integration; *School Personnel; *Teacher Integration; Vocational Schools
IDENTIFIERS *Kentucky (Jefferson County)

ABSTRACT

In this report, progress made since 1975 in the desegregation of faculty and staff of schools in Jefferson County, Kentucky, is described in light of the Singleton standard. Although overall progress towards teacher and administrator desegregation is evidenced, it is shown that black teachers are still significantly underutilized in the high schools. The absence of teacher desegregation in vocational schools and of black administrators in some middle schools is documented. It is recommended that school officials give high priority to achieving a more representative ratio of black professional employees to the proportion of black students. Based on data which show that desegregation among professionals has been much faster than that among nonprofessional workers, the report criticizes school officials for their slowness and accuses them of tokenism. (WI)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

12/77

Jefferson County Schools Reduce Teacher Segregation

Non-Teaching Staff Far From Singleton Goals

A REPORT ON 1977-78 ASSIGNMENTS

ED163095

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE NATIONAL INSTITUTE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

Ky. Commission on Human Rights

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC) AND USERS OF THE ERIC SYSTEM."

KENTUCKY COMMISSION ON HUMAN RIGHTS
COMMONWEALTH OF KENTUCKY
828 Capital Plaza Tower
Frankfort, Kentucky 40601

UD018073

HIGHLIGHTS

1. As of October 1977, 73 of the 149 regular program schools met the Singleton standard for teacher assignments and 39 others were only one teacher reassignment short of that requirements.

2. Only four of the 25 high schools reflect the system-wide standard of 12 percent black teachers and 14 high schools are two or more teacher exchanges short.

3. A continuing pattern of racial identity remains in the teaching staffs of the vocational schools. Three schools have no black teachers, two schools have one black teacher each and 19 of the 21 black teachers are assigned to three schools.

4. Higher proportions of black paraprofessional, clerical, food service and custodial workers in the former black schools contrasts with fewer black personnel in former white schools.

5. While every high schools has a bi-racial administrative staff, five middle schools have all white administrators--principals, assistant principals and counselors.

6. Black teachers are under-represented throughout the school system in comparison to the percentage of black pupils. An additional 363 black teachers are needed to balance teaching staffs with student enrollment.

7. Three additional black principals and 12 additional black counselors are needed in the high schools to balance administrative personnel with the student racial composition.

CONTENTS OF PART TWO

Highlights . . . . . .Inside Front Cover

I. Improvements and Failures 1

II. There are Black Concentrations 7

III. Where Racial Identity Remains 12

IV. Black Employment Gap 19

V. Conclusions 21

VI. Recommendations 23

Appendix A (Classified Personnel in Jefferson County Schools, October 1977 24

Appendix B (Change in Percentage of Black Faculty Members for Each School, Jefferson County, 1973-77 31

Table A: High School Teachers by Race and Black Teacher Gap, October 1977 3

Table B: Teachers by Race in Jefferson County Vocational Schools, October 1977 5

Table C: Percentage Black of Classified Personnel in Former Black Schools, October 1977 8

Table D: Ranking of School Districts by Percent Black Employed in Classified Staff Levels 13

Map: School Board Election Districts 10

PREFACE

This is a staff report on the status of faculty and staff desegregation in the Jefferson County School System under the Court's July 1975 desegregation plan. The analysis is based on statistical data supplied by the Jefferson County Board of Education for the years 1975 through 1977, and on data included in the previous Commission staff reports: Louisville School System Retreats to Segregation, published in March 1972; Segregation Persists in Jefferson County Schools, 1975-76; published in April 1976; Vestiges of Segregation Remain in Jefferson County Schools, published in February 1977.

IMPROVEMENTS AND FAILURES

School officials have a mixed record in desegregating student serving personnel in Jefferson County Schools. While officials are closer than ever to achieving desegregation among school administrators and teachers other classified categories continue to reflect the former dual system of black and white.

And the vocational school desegregation record remains poor.

The requirements for staff desegregation were set on July 30, 1975 when U. S. District Judge James Gordon ordered school officials to assign black teachers, counselors and administrators "in all areas of the school program to parallel the racial composition of staff in the entire school system." 1/ That order by Judge Gordon also applied the Singleton standard to all other classified categories. That standard requires that the assignment of student-serving personnel in each school reflect the system wide ratio of black and white staff. 2/

1/ Judgment entered in Newburg Area Council, Inc., et al v. Board of Education of Jefferson County et al Nos. 7045 and 7291 in the U. S. District Court for the Western District of Kentucky, July 30, 1975.

2/ Singleton v. Jackson Municipal Separate School District, 7EPD7819. (1969) requires that the ratio of minority group and majority group Student Serving Personnel in each school must be substantially the same as the ratio throughout the school system. The ruling states:". . . The principals, teachers, teacheraides and other staff who work directly with children at a school shall be so assigned that in no case will the racial composition of a staff indicate that a school is intended for Negro students or white students. . . the district shall assign the staff described above so that the ratio of Negro students to white teachers in each school, and the ratio of other staff in each, are substantially the same as each such ratio is to the teachers and other staff, respectively, in the entire school system."

As of October 1977, 73 of the 149 regular program schools met the Singleton Standard for teacher assignment and 59 others were only one teacher reassignment short of that goal. In the previous school year, only 32 schools were in compliance with the Singleton requirement.

The present proportion of black teachers is 20 percent in the elementary schools, 18 percent in the middle schools and 12 percent in the high schools.

The assignment of paraprofessional, primarily teacheraides, clerical, custodial and lunchroom workers continues to reflect the former racial identity of Jefferson County schools because black workers are disproportionately assigned to former black schools. The placement of these workers follows a geographic pattern with black personnel more concentrated in former black city schools.

Teacher assignments at the high schools continued to show the greatest imbalance as in past years. Only four schools reflect the system-wide standard of 12 percent black teachers. Of the remaining 21 high schools, 14 require two or more teacher exchanges to achieve a teacher balance of 12 percent. (Table A)

Manual High School has the greatest surplus of black teachers at 17 percent and needs to exchange five black teachers with white teachers. Central at 16 percent black is still four black teachers over the standard and Jeffersontown is still four black teacher under the standard with eight percent black teachers.

Shawnee High School at 17 percent black has a surplus of three black teachers and Ahrens at 16 percent black has a surplus of two black teachers.

Three formerly white high schools have a surplus of black teachers for the first time since 1975. Iroquois at 16 percent black and Durrett at 17 percent black,

TABLE A

High Schools Teachers by Race and Black Teacher Gap,* October 1977.

School	Teachers Black	White	%Black	Gap
Ahrens	9	48	16	-2
Atherton	8	60	12	-
Ballard	8	76	10	+2
Butler	10	72	12	-
Central**	13	64	16	-4
Doss	8	65	11	+1
Durrett	13	64	17	-4
Eastern	8	59	12	-
Fairdale	10	75	12	-
Fern Creek	10	79	11	+1
Iroquois	15	78	16	-4
Thomas Jefferson	9	74	11	+1
Jeffersontown	8	87	8	+4
Manual	16	77	17	-5
Male Traditional	6	28	17	-2
Moore	10	86	10	+2
Pleasure Ridge	10	81	11	+1
Seneca	5	57	8	+2
Shawnee	9	44	17	-3
Southern	9	82	10	+2
Stuart	10	79	11	+1
Valley	8	65	11	+1
Waggener	6	70	8	+3
Western	14	77	15	-3
Westport	9	73	11	+1

* Change needed in the number of black teachers at a school to achieve a black teacher percentage in the school equal to the system-wide percentage.

** Underling indicates a former black school

each have a surplus of four black teachers. Western has a surplus of three black teachers with a teaching staff of 15 percent black and 14 black teachers.

These former white schools, though greater than the Singleton requirement of 12 percent, reverse the former racial identity of their teaching staff. If there are going to be deviations from the Singleton requirement, more blacks should be assigned to former white schools and fewer blacks should be assigned to former black schools. But the fact that Manual, Central, Iroquois, Durrett and Western have a surplus of black teachers means that other former white schools have too few black teachers. Jeffersontown, Seneca and Waggener have only eight percent black teachers.

Compliance with the Singleton standard is greater among the middle and elementary schools. Ten of the 19 middle schools meet the Singleton standard of 18 percent; seven others miss by one teacher. Western, a former city school, has a surplus of two black teachers at 23 percent while Kammerer with 13 percent black teaching staff needs two additional black teachers.

Among the 102 elementary schools, 58 reflect the system-wide standard of 20 percent black teachers, while 43 additional schools came within one teacher of reaching the goal. Atkinson with a 25 percent black teaching staff has a surplus of two black teachers.

TABLE B

Teachers by Race in Jefferson County Vocational Schools, October 1977

School	Black Teachers	White Teachers	%Black Teachers	%Black Oct. 76
Ahrens	8	13	38	37
Detrick	8	18	30	31
Fairdale	0	19	0	0
Pleasure Ridge	0	24	0	0
Westport	1	17	6	5
Lyndon	1	16	6	11
Mill Creek	3	11	21	20
Jeffersontown	0	10	0	NA
Total	21	128	14	16

A continuing pattern of racial identity in the teaching staffs of the vocational schools stands out in sharp contrast to the general improvements in teacher desegregation in the regular program schools. See Table B. Black vocational school teachers are concentrated at the Ahrens and Detrick vocational schools where 16 of the 21 black vocational instructors are assigned. Mill Creek vocational school has three black vocational teachers for a 20 percent black teaching staff and is also over the 14 percent system-wide proportion of black vocational teachers.

The vocational programs at Westport and Lyndon each have one black teacher. There are no black instructors at Fairdale, Pleasure Ridge Park or Jeffersontown. There are 86 white instructors at these five vocational sites.

The disparity in assignment of black vocational teachers shows little change from October 1976 when Ahrens, Detrick and Mill Creek were over the system-wide

ratio of black vocational instructors and Fairdale, Pleasure Ridge Park and Westport were below the system-wide figure. Lyndon, which had two black vocational teachers in 1976 and was close to meeting the Singleton standard, now has only one black teacher and is farther from reflecting the system-wide ratio of 14 percent black teachers.

Teachers in vocational programs are certified like other teachers in the system and are included in the staff desegregation requirements.

THERE ARE BLACK CONCENTRATIONS

Despite improvement of faculty and administrator desegregation, the former black schools contain higher proportions of black personnel, and additional reassignments of personnel are needed to overcome the racial identity of these schools.

Martin Luther King Elementary, a west-end school, illustrates the pattern in the former black schools.

King has a white principal and part-time black counselor giving the school a 33 percent black administrative staff, and four of the 24 teachers are black, for a teaching staff of 17 percent black. In both instances, there has been progress toward desegregation.

But six of the eight paraprofessionals are black (75%), one of two clerical workers is black (50%), three of the four custodians are black (75%), and four of the five lunchroom workers are black (80%). System-wide, black personnel make up 45 percent of the paraprofessionals, 12 percent of clerical workers, 45 percent of custodians and 17 percent of the lunchroom workers in the elementary schools.

The pattern of concentrations of black employees higher than the system-wide proportion of non-certified staff is repeated in all the former black schools, although some show more progress than others toward desegregation (Table C). While school officials can claim progress over the past three years, the higher concentration of black employees in the former black schools stands out in comparison to suburban Jefferson County schools and serves as a reminder of the racial identity of schools prior to desegregation.

TABLE C

Percentage Black of Classified Personnel in Former Black Schools, October 1977.

School	Administrative	Certified Teachers	Paraprofessional	Clerical	Custodial	Lunchroom
ELEMENTARY SCHOOLS						
Brandeis*	67	20	50	50	50	80
Byck	0	21	75	50	100	100
Cane Run*	0	26	33	0	33	0
Carter Traditional	0	22	100	50	50	60
Coleridge-Taylor*	67	25	71	100	50	50
Foster*	67	21	75	50	67	67
Jones*	0	20	73	50	67	0
J. Kennedy*	67	25	87	50	100	100
King*	33	17	75	50	75	80
Lincoln	33	21	43	0	33	60
McFerran*	0	20	86	50	67	80
Parkland	67	25	83	50	33	100
Perry	50	28	70	50	50	100
Price*	67	21	42	0	33	40
Shawnee*	33	21	75	0	50	0
Strother*	50	17	14	50	67	25
Wheatley*	0	14	75	50	33	100
Young*	40	19	87	50	50	67
JR. HIGH AND MIDDLE SCHOOLS						
DuValle	33	22	100	33	50	100
Meyzeek	25	19	0	25	67	100
Newburg*	25	21	0	25	40	63
Parkland	33	20	100	33	50	20
Shawnee	33	14	100	33	60	0
HIGH SCHOOLS						
Central	14	16	0	33	62	100
Male Traditional	25	17	0	20	62	62
Shawnee	33	17	33	33	67	56

* Schools with black student enrollment above desegregation guidelines.

While the distribution of black administrative staff (principals, assistant principals and counselors) improved most among the high schools during the past year, the distribution of black administrators in the middle schools got worse. The distribution of black administrators in the elementary schools still tends to show higher concentrations of blacks in the former black city schools. The map on page 10 shows the school board elective districts that relate to geographic concentrations.

The number of black administrators in the 21 middle schools declined from 27 in October 1976 to 17 in 1977. Currently, five middle schools have no blacks in administrative positions while in the past school year every middle school had at least one black administrator.

District 5 contains the highest proportion of black administrators at the middle schools level because of a decline in white administrators in the past year. (see Table D) Carrithers and Myers, the two middle schools in District 7, now have no black administrators compared to three in October 1976. The number of black administrators in District 4 middle schools (Conway, Frost and Williams) declined from four in 1976 to one in 1977, lowering the percentage from 33 to 11 in the current school year.

Every high school has at least one black administrator and Shawnee is the only high school with two black administrators. In the 1976-77 school year, one high school, Eastern, had no black administrators.

The number of black administrators in District 1 elementary schools increased from six to eight since October 1976 raising the percentage of black

SCHOOL BOARD ELECTION DISTRICTS
JEFFERSON COUNTY, KENTUCKY

L5

administrators from 22 percent to 33 percent among schools in the west end. At the same time the proportion of black administrators declined among the elementary schools in District 7 from 13 percent in October 1976 to eight percent in October 1977.

The proportion of black administrators improved in District 2 elementary schools, declining from 37 percent to 19 percent and in District 3 with an increase from seven percent in October 1976 to 16 percent currently. System-wide threr are 17 percent black administraters in the elementary schools. Districts 1 and 2 continue to have the highest proportion of black administrators in the elementary schools.

WHERE RACIAL IDENTITY REMAINS

The continued concentration of black pupil serving staff in former black schools contrasts with fewer black personnel in the former county schools that were racially identifiable as white. Of the 230 black paraprofessionals, 140 or 60 percent are assigned to the former city schools in School Board Districts 1 and 2 compared to 20 percent of the white paraprofessionals. And 80 percent of the 150 black food service workers are assigned to schools in Districts 1 and 2 compared to 12 percent of the white lunchroom workers.

School Board Elective Districts 1 and 2 include most of the former city schools and all of the former city black schools. Although the seven districts have no administrative function, comparisons between districts show the geographic distribution of black and white employees. The proportion of black workers employed in paraprofessional, clerical, food service and custodial positions remain consistently higher among the former black schools as shown in Table D.

At the elementary level, 69 percent of the paraprofessionals in District 1 and 64 percent of the paraprofessionals in District 2 are black compared to no higher than 40 percent black in any other district. The system-wide proportion of black paraprofessionals is 45 percent at the elementary level.

In comparison to the previous year, the proportion of black paraprofessionals increased in District 1 elementary schools from 54 percent to 69 percent showing a trend away from achieving the system-wide proportion of 45 percent black parapro-

RANKING OF SCHOOL DISTRICTS BY PERCENT
BLACK EMPLOYED IN CLASSIFIED STAFF LEVELS
October 1977

ADMINISTRATIVE STAFF

Elementary

District	%Black Oct. '76	Oct. '77
1	22	33
2	37	19
3	7	16
6	14	15
4	15	13
5	16	12
7	13	8
Total	15	17

Middle

District	%Black Oct. '76	Oct. '77
5	27	43
3	31	33
1	29	31
6	20	30
2	20	25
4	31	11
7	33	0
Total	26	25

Secondary

District	%Black Oct. '76	Oct. '77
1	14	33
2	12	16
3	8	15
4	13	14
6	11	14
7	10	14
5	12	13
Total	11	15

CERTIFIED TEACHERS

District	%Black Jan. '77	Oct. '77
2	20	23
1	20	21
4	19	21
5	18	20
6	16	20
7	15	19
3	15	17
Total	17	20

District	%Black Jan. '77	Oct. '77
1	22	20
2	21	20
7	15	19
5	17	18
6	14	18
3	15	17
4	17	17
Total	18	18

District	%Black Jan. '77	Oct. '77
1	20	17
2	20	17
5	12	13
4	10	12
6	12	12
3	9	10
7	7	10
Total	12	12

PARAPROFESSIONALS

District	%Black Oct. '76	Oct. '77
1	54	69
2	68	64
4	19	40
5	28	29
6	32	27
7	29	21
3	11	20
Total	39	45

District	%Black Oct. '76	Oct. '77
1	100	83
2	80	75
5	50	50
3	33	33
4	33	33
6	50	33
7	0	0
Total	43	52

District	%Black Oct. '76	Oct. '77
1	50	33
2	25	20
3	6	13
6	9	9
4	6	7
5	7	7
7	0	0
Total	12	9

CLERICAL STAFF

Elementary

District	%Black Oct. '76	%Black Oct. '77
1	45	41
2	43	36
3	7	7
5	9	6
4	3	0
6	0	0
7	4	0
Total	16	12

Middle

District	%Black Oct. '76	%Black Oct. '77
3	33	33
1	33	31
2	36	31
6	18	18
7	17	17
5	13	13
4	17	9
Total	25	23

Secondary

District	%Black Oct. '76	%Black Oct. '77
1	14	33
2	23	21
3	11	10
6	8	7
4	9	6
5	5	5
7	0	2
Total	9	9

FOOD SERVICE

District	%Black Oct. '76	%Black Oct. '77
1	61	71
2	28	31
6	2	8
5	4	6
3	6	5
4	1	1
7	2	0
Total	16	17

District	%Black Oct. '76	%Black Oct. '77
1	82	62
2	50	46
6	19	19
3	11	9
7	6	6
4	0	0
5	6	0
Total	27	22

District	%Black Oct. '76	%Black Oct. '77
2	22	61
1	0	56
4	4	4
6	18	4
7	18	4
3	2	3
5	18	0
Total	12	16

CUSTODIAL STAFF

District	%Black Oct. '76	%Black Oct. '77
1	59	61
2	50	53
3	51	48
7	43	41
6	33	40
5	39	36
4	39	30
Total	46	45

District	%Black Oct. '76	%Black Oct. '77
2	61	65
1	63	54
5	50	50
7	40	44
3	62	38
6	40	36
4	31	32
Total	50	49

District	%Black Oct. '76	%Black Oct. '77
1	91	67
2	56	53
3	63	53
7	47	45
6	37	34
4	24	31
5	32	31
Total	44	42

Sources: Certified and classified staff data submitted to the court by the Jefferson County Board of Education, October 1976 (Exhibit V), January 1977, October 1977 (Exhibit II).

fessionals in the west end. While the proportion of black paraprofessionals increased in Districts 4, 5 and 3 these areas remain below the system-wide proportion of black paraprofessionals.

The range of paraprofessionals at the middle school level is from 83 percent black in District 1 and 75 percent black in District 2 to no black paraprofessionals in District 7. Although the current range is less than the 1976-77 spread from zero in District 7 to 100 percent in District 1, distinct imbalances remain between the proportion of black paraprofessionals in Districts 1 and 2 and the remaining five districts which are below the 52 percent system-wide proportion of black paraprofessionals.

Among high school paraprofessionals, 33 percent are black in District 1. In contrast, no black paraprofessionals are employed in District 7. In October 1976, the range was from 50 percent in District 1 to no blacks employed in District 7.

While smaller numbers of paraprofessionals are employed in the middle and high schools, these employees should be assigned in accordance with the staff desegregation requirements.

Clerical staff assignments show similar contrasts between Districts 1 with 41 percent black clericals, District 2 with 36 percent black clericals and the remaining districts which contain no more than seven percent black clerical workers. District 1 and 2 had higher proportions of black clerical staff in October 1976 and only one district had no black clerical workers . . . in October 1977, three

districts had no black clerical workers.

The proportion of black clerical staff in the high schools of District 1 and 2 is at least twice that of any other district. In October 1976, Districts 1 and 2 had the highest proportions, but the percentage of black clerical workers in District 1 increased from 14 percent to 33 percent in October 1977 with the addition of one black clerical worker and the loss of one white clerical worker from Shawnee High School.

The contrast in number of clerical workers is less severe at the middle schools, but clear differences remain between Districts 1, 2 and 3 and the four remaining districts. District 1, 2 and 3 had over 30 percent black clerical workers in October 1976 and remain over 30 percent this year. No other area has more than 18 percent black clerical workers.

The greatest disparity in staff assignments exists for the food service workers. At the elementary level, the proportion of black food service workers increased from 61 percent in October 1976 to 71 percent this year in District 1. District 2 showed an increase from 28 percent black to 31 percent black for October 1977. None of the remaining districts had more than six percent black food service workers in 1976 and currently contain no more than eight percent.

In the middle schools, Districts 1 and 2 showed less concentration of black lunchroom staff compared to October 1976 but continue to have the highest concentrations of blacks in these positions. In the current school year, District 1 has 62 percent black food service workers and District 2 has 46 percent black food service

workers. Districts 4 and 5 have no black food service workers, and no other district contains more than 19 percent black employees in these positions.

Districts 1 and 2 contain 61 percent and 56 percent black food service workers respectively at the high school level . . . in both cases an increase over October 1976. The remaining districts range from no black lunchroom workers in district 5 to four percent black in Districts 6 and 7. Districts 6 and 7 showed declines in the percentage of black food service workers from October 1976 when each had 18 percent black food service workers. District 5 declined from 18 percent in October 1976 to zero black food service workers in 1977.

If proximity to concentrations of black residences was the only factor in the distribution of pupil serving staff, then it would seem that former county schools near the Cane Run area and Middletown area would have more black lunchroom and clerical workers. Yet Cane Run, Crums Lane, Mill Creek and Schaffner have no black food service or clerical workers even though they are near the black community in Western Jefferson County. Middletown and Hite elementary schools had no black lunchroom or clerical workers either although they are near the Berrytown-Griffytown area in eastern Jefferson County.

Black lunchroom workers are employed at Bashford Manor, Blake, Gilmore Lane, Hartstern, Price and Rangeland . . . all schools near the Newburg area. But none of these schools has any blacks in clerical positions.

At least 30 percent of the custodial staff is black in each district for elementary, middle and high schools, but Districts 1 and 2 contain the highest proportions of black

custodial employees at each level.

At the elementary level, District 1 with a 61 percent black custodial staff contrasts with District 4 at 30 percent. For October 1976, the range was from 59 percent in District 1 to 33 percent in District 6.

For the Middle schools, the range in the current school year is from 65 percent black in District 2 to 32 percent in District 4. In 1976, the range was from 63 percent black in District 1 to 31 percent black in District 4.

The range at the high school level is from 67 percent in District 1 to 31 percent in District 5. This shows imporvement over October 1976 when the range was from 91 percent in District 1 to 24 percent in District 4.

Black teachers are under-represented throughout the school system in comparison to the percentage of black pupils. This indicates that additional black teachers are needed to achieve black employment levels to reflect the proportion of black students. Additional black administrators are also needed in the high schools and elementary schools so that administrative staffs would reflect the proportion of black students.

The gap between the proportion of black teachers and students is greatest in the high schools where 23 percent of the students are black but only 12 percent of the 1,961 teachers are black. An additional 210 black teachers are needed in the high schools to provide teaching staffs which adequately reflect the racial composition of high school students.

In elementary schools, where black students make up 26 percent of all students, black teachers are 20 percent of the 2,055 total elementary teachers. An additional 122 black teachers are needed to balance teaching staffs with student enrollment.

In the middle schools, 31 additional black teachers are needed to increase the total teaching staff from 18 percent black to 23 percent black to reflect this proportion of black middle school students.

The black administrator gap is also greatest in the high schools where there are only three black principals and only 10 black counselors. Blacks make up 12 percent of the 25 high school principals and 11 percent of the 85 counselors assigned to high schools. Three additional black principals and 12 additional black counselors are needed to balance administrative personnel with the composition of high school student enrollment. Black assistant principals adequately represent the system-wide proportion of black students with 13 black assistant principals among the 58 positions for 22 percent black assistant principals.

In the elementary schools, 20 of the 99 total principals are black (20% black) and seven of the 61 counselors are black (16% black). Six additional black principals and nine additional black counselors are needed to bring the employment level of black administrators in elementary schools in line with the proportion of black pupils.

Overall, the representation of black administrators in the middle schools reflect the system-wide proportion of 23 percent black students. Six of the 21 principals are black (28%), two of the six assistant principals are black (33%) and nine of the 41 counselors are black (22%). Despite this good employment picture in the middle schools, Carrithers, Conway, Frost, Male and Myers have no blacks in administrative positions.

CONCLUSIONS

The assignment pattern of classified staff shows a school system in transition from a history of official segregation to a future of non-discriminatory hiring and placement of employees. Progress in the desegregation of teachers and administrators has moved the schools closer to achieving a racially balanced distribution of professional staff where neither the former racial identity nor the location of a school is reflected in the racial composition of teaching and administrative employees.

But the progress has come slowly and school officials should renew their efforts, begun three years ago, to erase the disparity in the assignment of employees in paraprofessional, clerical, lunchroom and to a lesser extent, custodial positions. The assignment of employees in all these positions continue to reflect vestiges of segregation.

Even with the overall progress toward teacher and administrator desegregation, significant shortcomings are evident. Teacher assignments in the high schools remain the farthest from staff desegregation standards. And black teachers are most under utilized in the high schools where 23 percent of the students but only 12 percent of the teachers are black. School officials should give a high priority to correcting these failures in the high schools where there has been near total compliance with pupil desegregation guidelines the past two years.

The absence of teacher desegregation in the vocational schools clearly violates the letter and spirit of the desegregation plan. And there is a need for black administrators in five middle schools which no longer have black personnel in positions of authority.

School officials should give high priority to achieving proportions of black professional employees that reflect the proportion of black pupils in the school system. This means hiring additional black teachers, principals, assistant principals and counselors.

It is just as important to achieve desegregation among other classified personnel throughout the school system. Pupils come into contact with paraprofessionals, food service workers and clerical employees daily, and it is essential that a unitary system operate so that pupils see blacks and whites working together at all levels within the schools.

School officials should realize that the current staff assignments can only be evaluated against the history of segregation in Jefferson County schools. Against that background, the current distribution of employees shows an incomplete effort toward reversing past discrimination.

School officials should make a commitment to finish the job of staff desegregation before another school year ends. Nowhere have the courts indicated that the desegregation of employees should be gradual.

Black and white students should be attending schools where they are adequately represented among the teachers, administrators and supportive staff. After three years, too many schools reflect an image of tokenism because of the progress toward desegregating professional workers contrasts sharply with the imbalances among non-professional staff.

RECOMMENDATIONS

1. School officials should continue the reassignment of classified staff until the Singleton standard has been reached in every school in the Jefferson County system. Particular attention should be given to finishing the desegregation of teachers because schools are now so close to achieving the goals at this level.

2. School officials should give priority to desegregating the teaching staffs of the vocational schools which show a pattern of racial segregation.

3. Additional black teachers and administrators should be hired so that when the Singleton standard is achieved, all students will be adequately represented among the professional staff in every school. The hiring goals should be 23 percent for the secondary schools and 26 percent for the elementary schools.

4. Paraprofessionals work closely with students in many schools and school officials should place the same importance on desegregation of these employees as for teachers.

5. Where the number of employees in a particular school is too small to achieve a Singleton distribution, such as clerical workers in the elementary schools, these workers should be assigned so that when schools in the same geographic areas are grouped together, their combined racial composition will reflect the Singleton standard.

APPENDIX A

Classified Personnel for Jefferson County Schools, by District, October 1977

School	Administrative Staff				Certified Teachers				Paraprofessionals				Clerical				Custodial				Lunchroom			
	White	Black	%Black	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap
DISTRICT 1: Elementary																								
Atkinson	1	1	50	-	23	8	25	-2	2	7	78	-3	2	0	0	-	1	3	75	-1	3	1	25	-
Brandeis	.5	1	67	-	12	3	20	-	3	3	50	-1	1	1	50	-	2	2	50	-	1	4	80	-3
Byck	1.5	0	0	-	15	4	21	-	2	6	75	-3	1	1	50	-	0	2	100	-1	0	6	100	-5
Carter Traditional	1.5	0	0	-	14	4	22	-	0	2	100	-1	1	1	50	-	2	2	50	-	2	3	60	-2
Foster	.5	1	67	-	11	3	21	-	2	6	75	-3	1	1	50	-	1	2	67	-1	1	2	67	-1
J. F. Kennedy	.5	1	67	-	15	5	25	-1	1	7	87	-4	1	1	50	-	0	3	100	-2	0	4	100	-3
King	1	.5	33	-	20	4	17	+1	2	6	75	-3	1	1	50	-	1	3	75	-1	1	4	80	-3
McFerran	1.5	0	0	-	15	5	20	-	1	6	86	-3	1	1	50	-	1	2	67	-1	1	4	80	-3
Parkland	.5	1	67	-	12	4	25	-1	1	5	83	-3	1	1	50	-	2	1	33	-	0	5	100	-4
Perry	.5	.5	50	-	5	2	28	-	3	7	70	-3	1	1	50	-	1	1	50	-	0	3	100	-2
Portland	1.5	0	0	-	15	5	25	-1	2	3	60	-1	2	0	0	-	2	2	50	-	1	3	75	-2
Roosevelt	1.5	0	0	-	19	4	17	+1	7	5	42	-	1	1	50	-	1	3	75	-1	2	2	50	-1
Shawnee	1	5	33	-	15	4	21	-	2	6	75	-3	2	0	0	-	2	2	50	-	4	0	0	+1
Strother	.5	5	50	-	10	2	17	-	6	1	14	+2	1	1	50	-	1	2	67	-1	3	1	25	-
Wheatley	1.5	0	0	-	12	2	14	+1	2	6	75	-3	1	1	50	-	2	1	33	-	0	6	100	-5
Young	1.5	1	40	-	21	5	19	-	1	7	87	-4	1	1	50	-	2	2	50	-	2	4	67	-3
Totals	16.5	8	33	-4*	234	64	21	-2	37	83	69	-36	19	13	41	-9*	21	33	61	-9	21	52	71	-36
DISTRICT 1: Middle																								
Duvalle	2	1	33	-	18	5	22	-1	0	1	100	-	2	1	33	-	3	3	50	-	0	6	100	-5
Parkland	2	1	33	-	20	5	20	-	0	2	100	-1	2	1	33	-	3	3	50	-	4	1	20	-
Shawnee	2	1	33	-	25	4	14	+1	0	1	100	-	2	1	33	-	2	3	30	-1	0	0	0	-
Western	3	1	25	-	34	10	23	-2	1	1	50	-	3	1	25	-	3	4	57	-1	4	6	60	-4
Totals	9	4	31	-	97	24	20	-2	1	5	83	-1	9	4	31	-2*	11	13	54	-2	8	13	62	-9
DISTRICT 1: Secondary																								
Shawnee	4	2	33	-	44	9	17	-3	2	1	33	-	4	2	33	-1	3	6	67	-2	4	5	56	-4

* Number of black employees which should be distributed throughout a district differs from sum of column because the small number of staff in each school prevents singleton application for individual schools.

APPENDIX A (Continued)

	Administrative Staff				Certified Teachers				Paraprofessionals				Clerical				Custodial				Lunchroom			
	White	Black	%Black	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap
DISTRICT 2: Elementary																								
Audubon Traditional	2	0	0	-	21	4	16	+1	0	0	0	-	1	1	50	-	2	1	33	-	5	1	17	-
Bloom	1	0	0	-	9	2	18	-	0	0	0	-	1	1	50	-	1	2	67	-1	1	1	50	-
Breckinridge	1.5	0	0	-	16	5	24	-1	5	10	67	-4	1	1	50	-	1	3	75	-1	3	4	57	-3
Cochran	.5	1	67	-	9	3	25	-1	2	4	67	-2	2	0	0	-	1	2	67	-1	3	1	25	-
Coleridge-Taylor	.5	1	67	-	21	7	25	-1	2	5	71	-2	0	2	100	-1	2	2	50	-	3	3	50	-2
Englehard	1.5	0	0	-	17	5	23	-1	5	10	67	-4	1	1	50	-	1	2	67	-1	4	2	33	-1
Franklin	.5	.5	50	-	11	3	21	-	2	2	50	-	1	1	50	-	1	1	50	-	3	0	0	-
Johnston	1.5	0	0	-	12	4	25	-1	2	2	50	-	2	0	0	-	1	2	67	-1	4	0	0	+2
Jones	1.5	0	0	-	12	3	20	-	3	8	73	-4	1	1	50	-	1	2	67	-1	3	0	0	-
Lincoln	1	.5	33	-	15	4	21	-	4	3	43	-	2	0	0	-	2	1	33	-	2	3	60	-2
Shelby	1.5	0	0	-	14	4	22	-	2	3	60	-1	2	0	0	-	3	0	0	+1	4	1	20	-
Totals	13	3	19	-	151	44	23	-4	27	47	64	-17	14	8	36	-5*	16	18	53	-5	35	16	31	-7
DISTRICT 2: Middle																								
Highland	3	1	25	-	31	7	18	-	0	1	100	-	2	1	33	-	2	3	60	-1	6	2	25	-1
Meynook	3	1	25	-	29	7	19	-	1	0	0	-	3	1	25	-	2	4	67	-1	0	6	100	-5
Noe	3	1	25	-	34	9	21	-1	0	2	100	-1	4	2	33	-1	2	4	67	-1	8	4	33	-2
Totals	9	3	25	-	94	23	20	-1	1	3	75	-1	9	4	31	-1	6	11	65	-3	14	12	46	-8
DISTRICT 2: Secondary																								
Ahrens	5	1	17	-	48	9	16	-2	0	0	0	-	5	2	29	-1	9	2	18	+2	1	4	80	-3
Central	6	1	14	-	64	13	16	-4	0	0	0	-	4	2	33	-1	3	5	62	-1	0	9	100	-8
Male Traditional	3	1	25	-	28	6	17	-2	0	0	0	-	4	1	20	-1	3	5	62	-1	3	5	62	-4
Manual	7	1	13	-	77	16	17	-5	4	1	20	+1	9	1	10	-	3	8	73	-3	10	4	29	-2
Totals	21	4	16	-	217	44	17	-13	4	1	20	+1	22	6	21	-2	18	20	53	-3	14	22	61	-19

APPENDIX A (Continued)

	Administrative Staff				Certified Teachers				Paraprofessionals				Clerical				Custodial				Lunchroom			
	White	Black	%Black	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap
DISTRICT 3: Elementary																								
Bowen	1.5	0	0	-	17	3	15	+1	3	0	0	+1	2	0	0	-	0	3	0	-3	5	0	0	+1
Chenoweth	1.5	0	0	-	14	3	18	-	1	0	0	-	2	0	0	-	1	2	67	-1	5	0	0	+1
Dunn	1.5	0	0	-	18	4	18	-	1	0	0	-	2	0	0	-	1	2	67	-1	4	1	20	-
Field	.5	1	67	-	10	3	23	-	1	1	50	-	2	0	0	-	2	1	33	-	2	1	33	-
Greathouse Traditional	1.5	0	0	-	19	3	14	+1	0	0	0	-	0	2	100	-1	1	2	67	-1	4	0	0	+1
Hite	1.5	0	0	-	17	3	15	+1	0	0	0	-	2	0	0	-	2	1	33	-	5	0	0	+1
Alex Kennedy	1	0	0	-	21	4	16	+1	0	0	0	-	2	0	0	-	2	1	33	-	5	0	0	+1
Lowe	2	0	0	-	20	4	17	-	2	0	0	+1	2	0	0	-	2	1	33	-	5	0	0	+1
Middletown	1	1	50	-	21	5	19	-	0	0	0	-	2	0	0	-	1	2	67	-1	7	0	0	+1
Norton	2	0	0	-	23	5	18	-	3	0	0	+1	2	0	0	-	2	1	33	-	6	0	0	+1
St. Matthews	1.5	0	0	-	15	4	21	-	0	0	0	-	2	0	0	-	3	1	25	+1	5	0	0	+1
Shryock	1	5	33	-	11	2	15	+1	1	0	0	-	2	0	0	-	2	1	33	-	3	0	0	-
Stivers	1.5	0	0	-	10	2	17	-	0	0	0	-	2	0	0	-	1	2	69	-1	4	1	20	-
Zachary Taylor	1	5	33	-	17	4	19	-	0	1	100	-	2	0	0	-	1	2	67	-1	6	0	0	+1
Wilder	1	1	50	-	21	4	16	+1	0	1	100	-	2	0	0	-	1	2	67	-1	5	1	17	-
Totals	21	4	16	-	254	53	17	+6	12	3	20	+3	26	2	7	+2*	22	24	48	-8	71	4	5	+10
DISTRICT 3: Middle																								
Barret	2	1	33	-	21	5	19	-	0	1	100	-	2	1	33	-	2	4	67	-1	5	2	29	1
Crosby	2	1	33	-	25	6	19	-	1	0	0	-	2	1	33	-	3	2	40	-	7	0	0	+1
Eastern					Included in Senior High Data																			
Kammerer	2	1	33	-	26	4	13	+2	1	0	0	-	2	1	33	-	2	3	60	-1	8	0	0	+1
Waggener					Included in Senior High Data																			
Totals	6	3	33	-	74	15	17	+2	2	1	33	-	6	3	33	-	7	9	38	-2	20	2	9	+1
DISTRICT 3: Secondary																								
Ballard	6	1	14	-	76	8	10	+2	4	0	0	+1	7	1	13	-	2	8	80	-4	8	0	0	+1
Eastern	5	1	17	-	58	8	12	-	3	1	25	-	6	1	14	-	5	6	55	-1	11	1	8	+1
Waggener	6	1	14	-	70	6	8	+3	4	0	0	+1	8	0	0	+1	6	4	40	-	7	0	0	+1
Westport	6	1	14	-	73	9	11	+1	3	1	25	-	7	1	12	-	6	3	33	+1	10	0	0	+1
Totals	23	4	15	-	278	31	10	+6	14	2	13	+2	28	3	10	+1	19	21	53	-4	36	1	3	+4

APPENDIX A (Continued)

	Administrative Staff				Certified Teachers				Paraprofessionals				Clerical				Custodial				Lunchroom			
	White	Black	%Black	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%P	Gap	W	B	%B	Gap
DISTRICT 4- Elementary																								
[illegible]	1.5	0	0	-	14	5	26	-1	4	2	33	-	2	0	0	-	2	1	33	-	5	0	0	+1
[illegible]	2	0	0	-	16	5	24	-1	2	1	33	-	2	0	0	-	2	1	33	-	7	0	0	+1
[illegible]	5	1	67	-	16	3	16	+1	2	2	50	-	2	0	0	-	2	1	33		5	0	0	+1
[illegible]	1.5	0	0	-	19	3	14	+1	3	0	0	+1	2	0	0	-	2	1	33	-	6	0	0	+1
[illegible]	5	1	67	-	16	5	24	-1	2	2	50	-	2	0	0	-	3	0	0	+1	5	1	17	-
[illegible]	1.5	0	0	-	13	3	19	-	1	1	50	-	2	0	0	-	2	0	0	+1	5	0	0	+1
[illegible]	1.5	0	0	-	15	5	25	-1	0	3	100	-2	2	0	0	-	3	1	25	-	4	0	0	+1
[illegible]	5	1	67	-	16	4	20	-	0	1	100	-	2	0	0	-	2	1	33	-	4	0	0	+1
[illegible]	2	0	0	-	15	5	25	-1	5	0	0	+2	2	0	0	-	1	2	67	-1	6	0	0	+1
[illegible]	1.5	0	0	-	15	5	25	-1	4	2	33	-	2	0	0	-	3	1	25	-	6	0	0	+1
Schaffner	1.5	0	0	-	15	4	21	-	3	2	40	-	2	0	0	-	2	1	33	-	4	0	0	+1
Schackleton	1.5	0	0	-	12	4	25	-1	2	1	33	-	2	0	0	-	2	1	33	-	5	0	0	+1
Watson Lane	1.5	0	0	-	18	5	22	-	1	3	75	-1	2	0	0	-	3	1	25	-	6	0	0	+1
Wellington	1.5	0	0	-	15	3	17	+1	3	1	25	-	2	0	0	-	2	1	33	-	6	0	0	+1
Wilkerson	1.5	0	0	-	12	2	14	+1	0	0	0	-	2	0	0	-	3	1	33	-	4	0	0	+1
Totals	29.5	3	13	-	227	61	21	-3	32	21	40	-	30	0	0	+4*	33	14	30	+1	72	1	1	+14
DISTRICT 4- Middle																								
Conway	3	0	0	-	25	4	14	+1	1	0	0	-	2	1	33	-	2	4	67	-1	10	0	0	+1
Frost	3	0	0	-	23	6	21	-1	1	0	0	-	5	0	0	+1	8	1	11	+3	6	0	0	+1
Williams	2	1	33	-	20	4	17	-	0	1	100	-	3	0	0	-	3	1	25	-	6	0	0	+1
Totals	8	1	11	-	68	14	17	-	2	1	33	-	10	1	9	+1	13	6	32	+2	22	0	0	+3
DISTRICT 4- Secondary																								
Butler	6	1	14	-	72	10	12	-	2	1	33	-	9	0	0	+1	5	3	38	-	11	0	0	+2
Pleasure Ridge Park	7	1	13	-	81	10	11	+1	4	0	0	+1	9	0	0	+1	6	4	40	-	11	1	8	+1
Valley	6	1	14	-	65	8	11	+1	4	0	0	+1	8	1	11	-	8	2	20	+2	13	1	7	+1
Western	6	1	14	-	77	14	15	-3	4	0	0	+1	8	1	11	-	8	3	27	+1	14	0	0	+2
Totals	25	4	14	-	295	42	13	-	14	1	7	+3	34	2	6	+2	27	12	31	+3	49	2	4	+6

APPENDIX A (Continued)

	Administrative Staff				Certified Teachers				Paraprofessionals				Clerical				Custodial				Lunchroom			
	White	Black	%Black	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap
DISTRICT 5- Elementary																								
Auburndale	1.5	0	0	-	19	3	14	+1	2	1	33	-	2	0	0	-	2	1	33	-	6	0	0	+1
Coral Ridge	1.5	0	0	-	12	3	20	-	3	1	25	-	2	0	0	-	2	1	33	-	5	0	0	+1
Fairdale	1.5	0	0	-	14	4	22	-	8	0	0	+3	2	0	0	-	2	1	33	-	5	0	0	+1
Frayser	1	.5	33	-	14	4	22	-	3	2	40	-	2	0	0	-	2	2	50	-	4	1	20	-
Hazelwood	2	0	0	-	28	7	20	-	5	3	38	-	2	0	0	-	3	2	40	-	7	1	13	-
Jacob	.5	1	67	-	19	6	24	-1	5	4	44	-	1	1	50	-	2	1	33	-	4	1	20	-
Kenwood	1	.5	33	-	15	3	17	+1	3	0	0	+1	2	0	0	-	2	1	33	-	4	0	0	+1
Layne	1.5	0	0	-	17	3	15	+1	5	1	17	+1	2	0	0	-	2	1	33	-	7	0	0	+1
Medora	1.5	0	0	-	18	4	18	-	3	1	25	-	2	0	0	-	2	1	33	-	6	0	0	+1
Rutherford	2	0	0	-	23	6	21	-	3	3	50	-	2	0	0	-	3	1	25		6	1	14	+1
Semple	1.5	0	0	-	15	5	25	-1	2	3	60	-1	1	1	50	-	2	2	50	-	4	0	0	+1
South Park	1.5	0	0	-	14	3	18	-	4	1	20	+1	2	0	0	-	2	1	33	-	5	0	0	+1
Stonestreet	1.5	0	0	-	19	4	17	-	2	2	50	-	2	0	0	-	2	1	33	-	6	0	0	+1
Trunnell	2	0	0	-	18	5	22	-	2	0	0	-	2	0	0	-	2	1	33	-	7	0	0	+1
Valley	2	0	0	-	21	6	22	-	3	2	40	-	2	0	0	-	2	1	33	-	6	0	0	+1
Waller	.5	1	67	-	14	4	22	-	5	0	0	+2	2	0	0	-	2	1	33	-	3	1	25	-
Totals	23	3	12	-	280	70	20	+1	58	24	29	+7	30	2	6	+2*	34	19	36	-	85	5	6	+12
DISTRICT 5- Middle																								
Lassiter	2	1	33	-	24	5	17	-	1	0	0	-	2	1	33	-	3	2	40	-	7	0	0	+1
Southern	2	2	50	-	40	9	18	-	0	1	100	-	5	0	0	+1	3	4	57	-1	8	0	0	+1
Totals	4	3	43	-	64	14	18	-	1	1	50	-	7	1	13	+1	6	6	50	-1	15	0	0	+2
DISTRICT 5- Secondary																								
Doss	6	1	14	-	65	8	11	+1	4	0	0	+1	8	0	0	+1	8	2	20	+2	13	0	0	+2
Fairdale	7	1	13	-	76	10	12	-	4	0	0	+1	8	1	11	-	7	2	22	+2	17	0	0	+3
Iroquois	7	1	13	-	78	15	16	-4	2	1	33	-	9	1	10	-	6	6	50	-1	11	0	0	+2
Stuart	7	1	13	-	79	10	11	+1	4	0	0	+1	10	0	0	+1	6	3	35	+1	13	0	0	+2
Totals	27	4	13	-	297	43	13	-2	14	1	7	+3	35	2	5	+2	27	13	31	+4	53	0	0	+9

APPENDIX A (Continued)

School	Administrative Staff				Certified Teachers				Paraprofessional				Clerical				Custodial				Lunchroom			
	White	Black	% Black	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap
DISTRICT 6: Elementary																								
Bashford Manor	1.5	0	0	-	16	3	16	+1	3	0	0	+1	2	0	0	-	2	1	33	-	4	1	20	-
Blake	1.5	0	0	-	16	5	24	-1	6	1	14	+2	2	0	0	-	1	2	67	-1	6	1	14	-
Blue Lick	2	0	0	-	23	6	21	-	5	1	17	+1	2	0	0	-	2	1	33	-	7	0	0	+1
Camp Taylor	1.5	0	0	-	12	3	20	-	7	1	13	+2	2	0	0	-	2	1	33	-	5	0	0	+1
Filson	1.5	0	0	-	14	3	18	-	0	1	100	-	2	0	0	-	2	1	33	-	6	0	0	+1
Gilmore Lane	1.5	0	0	-	16	4	20	-	2	0	0	+1	2	0	0	-	2	1	33	-	5	1	17	-
Hartstern	2	0	0	-	20	6	23	-1	1	2	67	-1	2	0	0	-	2	1	33	-	5	1	17	-
Indian Trail	.5	1	67	-	19	5	21	-	1	3	75	-1	2	0	0	-	1	2	67	-1	6	0	0	+1
Lankhuf	2	0	0	-	22	5	19	-	4	1	20	+1	2	0	0	-	2	1	33	-	6	0	0	+1
Lowell	.5	1	67	-	14	4	22	-	1	3	75	-1	2	0	0	-	2	2	50	-	5	1	17	-
Minors Lane	1.5	0	0	-	18	5	22	-	7	0	0	+3	2	0	0	-	2	1	33	-	7	0	0	+1
Okolona	1.5	0	0	-	18	4	18	-	8	1	11	+2	2	0	0	-	1	1	50	-	5	0	0	+1
Prestonia	1.5	0	0	-	15	4	21	-	4	0	0	+2	2	0	0	-	2	1	33	-	4	0	0	+1
Price	.5	1	67	-	19	5	21	-	14	10	42	-	2	0	0	-	2	1	33	-	3	2	40	-1
Rangeland	2	0	0	-	20	5	20	-	4	0	0	+2	2	0	0	-	2	1	33	-	7	1	13	-
Slaughter	1.5	0	0	-	18	3	14	+1	6	2	25	+1	2	0	0	-	1	1	50	-	6	0	0	+1
Wilt	.5	1	67	-	16	5	24	-1	3	2	40	-	2	0	0	-	2	1	33	-	5	0	0	+1
Totals	23.5	4	15	-	296	75	20	-1	76	28	27	+15	34	0	0	+4*	30	20	40	-2	92	8	8	+9
DISTRICT 6: Middle																								
Bruce	2	1	33	-	32	5	14	+1	0	1	0	-	4	0	0	-	3	2	40	-	9	0	0	+1
Knight	2	1	33	-	25	6	19	-	1	0	0	-	2	1	33	-	3	1	25	-	10	0	0	+1
Newburg	3	1	25	-	30	8	21	+1	1	0	0	-	3	1	25	-	3	2	40	-	3	5	63	-4
Totals	7	3	30	-	87	19	18	+2	2	1	33	-	9	2	18	-	9	5	36	-	22	5	19	-2
DISTRICT 6: Secondary																								
Durrett	6	1	14	-	64	13	17	-4	4	0	0	+2	7	1	13	-	7	3	30	+1	14	0	0	+2
Southern	7	1	13	-	82	9	10	+2	3	1	25	-	8	1	11	-	7	4	36	-	23	0	0	+4
Thomas Jefferson	6	1	14	-	74	9	11	+1	3	0	0	+1	10	0	0	+1	7	4	36	-	15	2	12	-
Totals	19	3	14	-	220	31	12	-1	10	1	9	+3	25	2	7	+1	21	11	34	+1	52	2	4	+6

APPENDIX A (Continued)

School	Administrative Staff				Certified Teachers				Paraprofessional				Clerical				Custodial				Lunchroom			
	White	Black	% Black	Gap	W	B	% B	Gap	W	B	% B	Gap	W	B	% B	Gap	W	B	% B	Gap	W	B	% B	Gap
DISTRICT 7: Elementary																								
Bates	1.5	0	0	-	18	4	18	-	1	0	0	-	2	0	0	-	2	1	33	-	5	0	0	+1
Belknap	.5	.5	50	-	8	2	20	-	0	0	0	-	2	0	0	-	2	0	0	+1	3	0	0	-
Cochran	1.5	0	0	-	15	3	17	+1	0	1	100	-	2	0	0	-	1	2	67	-1	5	0	0	+1
Fern Creek	1	1	50	-	21	5	19	-	1	0	0	-	2	0	0	-	2	1	33	-	5	0	0	+1
Goldsmith	1.5	0	0	-	19	4	17	+1	0	1	100	-	2	0	0	-	2	1	33	-	0	0	0	-
Hawthorne	1	0	0	-	6	2	25	-	2	0	0	+1	2	0	0	-	0	3	100	-2	3	0	0	-
Jeffersontown	1.5	0	0	-	17	5	23	-1	2	1	33	-	2	0	0	-	1	1	50	-	6	0	9	+1
Klondike Lane	1.5	0	0	-	18	4	18	-	1	0	0	-	2	0	0	-	2	1	33	-	7	0	0	+1
Luhr	1.5	0	0	-	17	4	19	-	4	0	0	+2	2	0	0	-	2	1	33	-	5	0	0	+1
Smyrna	2	0	0	-	20	4	17	+1	0	0	0	-	2	0	0	-	2	1	33	-	5	0	0	+1
Watterson	1.5	0	0	-	18	4	18	-	6	2	25	+1	2	0	0	-	2	1	33	-	5	0	0	+1
Wheeler	2	0	0	-	17	4	19	-	2	0	0	+1	2	0	0	-	2	1	33	-	5	0	0	+1
Totals	17	1.5	8	-	194	45	19	+2	19	5	21	+5	24	0	0	+3*	20	14	41	-2	54	0	0	+9
DISTRICT 7: Middle																								
Carrithers	3	0	0	-	28	6	18	-	1	0	0	-	3	0	0	-	2	2	50	-	10	0	0	+1
Myers	3	0	0	-	27	7	21	-1	1	0	0	-	2	1	33	-	3	2	40	-	5	1	17	-
Totals	6	0	0	+1*	55	13	19	-1	2	0	0	-	5	1	17	-	5	4	44	-	15	1	6	+1
DISTRICT 7: Secondary																								
Atherton	6	1	14	-	60	8	12	-	0	0	0	-	7	0	0	+1	2	5	71	-2	3	3	50	-2
Fern Creek	7	1	13	-	79	10	11	+1	4	0	0	+2	9	0	0	+1	7	4	36	-	17	0	0	+2
Jeffersontown	7	1	13	-	87	8	8	+3	4	0	0	+2	9	0	0	+1	6	4	40	-	19	0	0	+3
Moore	7	1	13	-	86	10	10	+2	3	0	0	+1	9	1	10	-	6	4	40	-	21	0	0	+3
Seneca	5	1	17	-	57	5	8	+2	3	0	0	+1	7	0	0	+1	6	5	45	-	18	0	0	+3
Totals	32	5	14	-	369	41	10	+8	14	0	0	+6	41	1	2	+4	27	22	45	-2	78	3	4	+9

APPENDIX B

Change in Percentage of Black Faculty Members for Each School, Jefferson County, 1973-77

Schools	% of Black Faculty Members '73	Mar. '76	Jan. '77	Oct. '77
Former City Elementary				
Atkinson	33	26	20	25
Belknap	23	12	21	20
Bloom	23	24	16	18
Brandeis	54	26	16	20
Breckinridge	37	26	24	33
Byck	50	31	17	21
Carter Traditional	56	38	21	22
Cochran	33	25	22	25
Coleridge-Taylor	48	24	12	25
Englehard	35	24	24	23
Field	36	14	12	23
Foster	61	29	25	21
Franklin	36	20	16	21
Frayser	30	24	16	22
Hazelwood	36	19	21	20
Jacob	21	24	26	24
Jones	57	23	20	20
Kennedy	64	26	14	25
King	40	23	16	17
Lincoln	33	28	24	21
Lowell	24	20	20	22
McFerran	59	31	20	20
Parkland	56	31	21	25
Perry	55	56	18	28
Portland	41	33	26	25
Roosevelt	35	19	20	17
Rutherford	22	14	19	21
Semple	21	21	16	25
Shawnee	47	27	22	21
Shelby	37	16	12	22
Strother	44	20	20	17
Wheatley	50	29	14	14
Young	56	28	21	19

Schools	% of Black Faculty Members '73	Mar. '76	Jan. '77	Oct. '77
Former City Junior and Middle				
Barrett	19	18	12	19
Duvalle	56	33	27	22
Highland	21	14	23	18
Meyzeek	61	17	17	19
Noe (formerly Manly)	NA	27	17	21
Parkland	46	34	22	20
Shawnee	49	27	19	14
Southern	23	17	19	18
Western	40	26	20	23
Woerner	46	26	28	NA
Former City Secondary				
Ahrens	NA	20	19	16
Atherton	26	16	14	12
Central	56	27	22	16
Iroquois	23	18	14	16
Male Traditional	41	27	20	17
Manual	33	19	18	17
Shawnee	58	35	19	17

Schools	'73	Mar. '76	Jan. '77	Oct. '77
Former County Elementary				
Auburndale	0	13	14	14
Audubon Traditional	4	35	23	16
Bashford Manor	9	11	10	16
Bates	7	12	14	18
Blake	7	19	21	24
Blue Lick	3	11	20	21
Bowen	3	18	16	15

APPENDIX B - Continued

% of Black Faculty Members

Schools	'73	Mar. '76	Jan. '77	Oct. '77
Former County Elementary				
Camp Taylor	4	16	10	20
Cane Run	11	17	22	26
Chenoweth	0	16	13	18
Cochrane	4	20	19	17
Coral Ridge	6	16	22	20
Crums Lane	4	14	19	24
Dixie	5	21	18	16
Dunn	7	13	13	18
Eisenhower	4	13	17	14
Fairdale	4	20	18	22
Fern Creek	3	18	16	19
Filson	0	12	12	18
Gilmore Lane	0	17	22	20
Goldsmith	0	13	13	17
Greathouse Traditional	5	14	14	14
Greenwood	0	14	16	24
Gutermuth	4	11	8	19
Hartstern	NA	16	22	23
Hawthorne	7	10	14	25
Hite	7	13	13	15
Indian Trail	NA	17	15	21
Jeffersontown	4	23	19	23
Johnsontown Road	4	14	16	25
Alex Kennedy	3	20	15	16
Kenwood	0	12	16	17
Kerrick	0	12	18	20
Klondike Lane	0	17	13	18
Laukhuf	**	18	16	19
Layne	0	15	15	15
Lowe	5	14	13	17
Luhr	8	18	12	19
Medora	4	13	20	18
Middletown	6	13	15	19
Mill Creek	4	15	21	25
Minors Lane	4	19	20	22

% of Black Faculty Members

Schools	'73	Mar. '76	Jan. '77	Oct. '77
Former County Elementary				
Norton	0	17	15	18
Okolona	3	17	14	18
Prestonia	4	17	15	21
Price	21	18	21	21
Rangeland	4	8	12	20
St. Matthews	0	16	24	21
Sanders	NA	17	20	25
Schaffner	5	15	15	21
Shacklette	3	16	15	25
Shryock	5	9	13	15
Slaughter	7	13	14	14
Smyrna	3	9	14	17
South Park	4	21	16	18
Stivers	0	13	12	17
Stonestreet	4	11	14	17
Zachary Taylor	0	14	15	19
Trunnell	0	13	15	22
Valley	4	13	15	22
Waller	4	24	19	22
Watson Lane	3	8	18	22
Watterson	7	20	13	18
Wellington	4	15	14	17
Wheeler	3	14	13	19
Wilder	4	16	15	16
Wilkerson	4	19	16	14
Wilt	6	26	17	24
Former County Junior and Middle				
Bruce	3	7	12	14
Carrithers	5	13	15	18
Conway	3	14	13	14
Crosby	**	14	15	19
Frost	3	10	15	21

APPENDIX B - Continued

Change in Percentage of Black Faculty Members
for Each School, Jefferson County, 1973-77

Schools	% of Black Faculty Members '73	Mar. '76	Jan. '77	Oct. '77
Former County Junior and Middle				
Kammerer	3	5	15	13
Knight	3	13	16	19
Lassiter	6	13	13	17
Myers	8	15	15	21
Newburg	**	15	12	21
Williams	**	23	25	17
Former County Secondary				
Ballard	5	8	7	10
Butler	4	11	10	12
Doss	3	9	8	11
Durrett	1	10	14	17
Eastern	3	8	9	12
Fairdale	1	10	13	12
Fern Creek	2	7	8	11
Thomas Jefferson	7	15	11	11
Jeffersontown	2	3	7	8
Moore	2	7	9	10
Pleasure Ridge Park	1	7	9	11
Seneca	3	7	7	8
Southern	4	8	10	10
Stuart	2	10	10	11
Valley	2	7	8	11
Waggener	2	10	10	8
Western	3	11	12	15
Westport	4	10	9	11

Sources: Louisville School System Retreats to Segregation, Kentucky Commission on Human Rights, March 1972.

Certified and classified staff data submitted to the Court by the Jefferson County Board of Education for period ending March, 1976.

Certified and classified staff data (Exhibit V) submitted to the Court by the Jefferson County Board of Education, January 20, 1977.

Certified and classified staff data submitted to the Court by the Jefferson County Board of Education, October 1977 (Exhibit II).

**Indicates school not in existence in 1973.

SOURCES

Commission on Human Rights, Commonwealth of Kentucky, Louisville School System Retreats to Segregation, a report documenting racial isolation of students and faculty desegregation. (The facts in this document were "admitted" by the Board in 1972 for submission as evidence before the Federal Courts.) 36 pages. March 1972.

Commission on Human Rights, Commonwealth of Kentucky, Segregation Persists in Jefferson County Schools, 1975-76, a report on the first year of implementing the desegregation plan for the public schools showing that vestiges of segregation remain because of concentrations of black students, faculty and certified personnel in excess of court guidelines.

Commission on Human Rights, Commonwealth of Kentucky, Vestiges of Segregation Remain in Jefferson County Schools, a report on the second year of implementing the desegregation plan for the public schools showing a continuing failure to achieve student, faculty and certified personnel desegregation in accordance with the court's 1975 desegregation plan.

Jefferson County Public Schools, Division of Pupil Attendance and Accounting: Enrollment Report October, 1977.

COMMONWEALTH OF KENTUCKY
Julian M. Carroll, Governor

COMMISSION ON HUMAN RIGHTS
Chairman
Edmund P. Karem, Louisville

H. Gene Baldridge
Ashland

Ewing P. Benberry
Kuttawa

Mrs. Betty Fleischaker
Louisville

James E. Gayheart
Pippa Passes

Mrs. Brenda S. Harris
Lexington

Floyd E. Hurley, Jr.
Louisville

Ricardo Sisney
Bowling Green

Caldwell Smith, Sr.
Madisonville

John H. Wallace
Louisville

Mrs. Willis Weatherford
Berea

Galen Martin, Executive Director
Norma J. Jones, Office Manager
Sylvia Coman, Administrative Assistant
Laken Cosby, Housing Director
Thomas A. Ebendorf, Compliance Director
John J. Johnson, Community Service Director
Charles Walden, Research Director

Under the Kentucky Civil Rights Act of 1966, KRS 344.190 (11), the Commission has the duty "to make studies appropriate to effectuate the purpose and policies of this chapter and to make the results thereof available to the public."

This staff research report was written by Douglas Hamilton with copy preparation by Sandra Marables and printing by Bess Britt.

For information and assistance call, write or visit one of these offices:

MAIN OFFICES: 828 Capital Plaza Tower
Frankfort, Kentucky 40601
Phone: 502/564-3550

Post Office Box 60
701 West Walnut Street
Louisville, Kentucky 40201
Phone: 502/588-4024

STATEWIDE TOLL-FREE DISCRIMINATION HOTLINE: 1-800-292-5566

Printed with State funds (December, 1977)